

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
					12e.3 Develop Coastal Recovery Plan and distribute in-house for review.	12e.3 Distribution List and Memorandum	12e.3 December 2006	12e.3		
					12e.4 Begin implementation of the Coastal Recovery Plan.	12e.4 Coastal Recovery Plan	12e.4 January 2007	12e.4		
			12f. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations Resource Families Workgroup	12f.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care. 12f.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	12f.1 State and Federal criteria. 12f.2 Proposed recommendations	12f.1 June 2006 12f.2 July 2006	12f.1 12f.2		
Item 13: Visiting with parents and siblings in foster care	X		Item 13 Goal: A regular schedule of visitation between siblings in foster care and between parent and child in foster care will be established and maintained.	Item 13 Goal Lead: Foster Care Review Supervisor	Item 13 Benchmarks: The revised Foster Care Case Review Instrument. The revised Foster Care Case Review Checklist.	Item 13 Method of Measuring: The method of monitoring and measuring this item will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	

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	A	N/A					Projected:	Actual:	Projected:	Actual:
			13a. Provide training and concise practice guide on case planning that includes improving visitation between parents and siblings with children in foster care and the development of visitation plans.	Training Program Director	13a.1 Develop curricula, concise practice guide and training evaluation for case planning including improving visitation between parents and sibling with children in foster care and the development of visitation plans. 13a.2 Trainer's trained on case planning curricula and guide. 13a.3 Training staff will partner with RD to train ASWS and county social worker staff per region.	13a.1 Curricula, Guide and Evaluation 13a.2 Training records 13a.3 Training records and evaluation	13a.1 December 2006 13a.2 Training = February 2007 13a.3 Training completed = April 2007 Evaluation = October 2007	13a.1		
			13b. Enhance the CC (six month administrative review) to be more family-centered in practice.	Foster Care Review Program Supervisor FCR/CC Workgroup	13b.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice. 13b.2 Develop Practice Guide for CC for staff and families. 13b.3 Implement changes in CC practice.	13b.1 Revised forms, procedures and policy 13b.2 CC Practice Guide for staff and CC Guidebook for families 13b.3 FCR Program Quarterly Report	13b.1 July 2005 13b.2 July 2005 13b.3 Implemented October 2005	13b.1 July 2005 13b.2 July 2005 13b.3 October 2005		
			13c. Strategies will be developed and implemented	RD and ASWS	13c.1 Develop RAP to	13c.1 Approved RAP	13c.1 January 2007	13c.1		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
			in the RAP, if visitation with parents or siblings in foster care is identified through the County Self Assessment process as an area needing improvement.		include visitation with parents or sibling for children in foster care based if determined a permanency priority.					
Item 14: Preserving connections	X	Item 14 Goal: When appropriate, children in foster care will have their primary connections and characteristics preserved.		Item 14 Goal Lead: Foster Care Review Program Supervisor	Item 14 Benchmarks: The revised Foster Care Case Review instrument. The revised Foster Care Case Review Checklist.	Item 14 Method of Measuring: The method for monitoring and measuring progress of this item will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
			14a. Request TA from CWLA to assist in developing ICWA training module to be used jointly by MDHS DFCS and MS Band of Choctaws Social Services.	DFCS Division Director Deputy of Support	14a.1 TA from NRC or NICWA to develop ICWA training module for both DFCS and Choctaw Social Services. 14a.2 Curricula Developed 14a.3 Training delivered at joint meeting with DFCS and Choctaw Social Service staff.	14a.1 T/TA Report 14a.2 ICWA Training Module 14a.3 Training records	14a.1 May 2007 14a.2 October 2007 14a.3 February 2008	14a.1 14a.2 14a.3		
			14b. Revise policies and procedures for intake, screening, assessment and case planning to insure	Training Program Director Protection Unit	14b.1 Recommendations for policy and procedures.	14b.1 Written recommendations	14b.1 March 2006 14b.1 July 2006			

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	A	N/A					Projected:	Actual:	Projected:	Actual:
			identification of child's heritage and to coordinate services for any child identified with Native American heritage with the appropriate tribe.	Director Placement Unit Director	14b.2 Revisions to current policy and practice. 14b.3 Contract with the University of Southern Mississippi to update intensive training curricula 14b.4 Incorporated into Intensive Training.	14b.2 Revised policy and practice 14b.3 Finalized Contract 14b.4 Revised Intensive Curricula	14b.2 December 2006 14b.3 June 2006 14b.4 March 2007	14b.2 May 2006 14b.4		
			14c. Update MACWIS to include information necessary to track and monitor ICWA compliance.	MACWIS Team	14c.1 Revise MACWIS case narrative type to include ICWA contact and tribal contacts. 14c.2 Develop MACWIS report on ICWA and Native American Race data including % of open cases with ICWA contact and number of families with Native heritage.	14c.1 Code table change in MACWIS 14c.2 MACWIS Report	14c.1 April 2005 14c.2 August 2006	14c.1 April 2005 14c.2		
			14d. Utilize T/TA from NCWRCFCPPP to assist the state in addressing policy and practice related to placement and permanency planning to insure compliance with MEPA.	Bureau Director of Support Placement Unit Director	14d.1 Identify appropriate NRC and initiate TA request and development of TA work plan. 14d.2 Review policy and practice in coordination with Policy and Practice Workgroup and with NRC.	14d.1 NRC contact TA Request Work Plan for TA 14d.2 Written Recommendations	14d.1 January 2007 14d.2 February 2007	14d.1 14d.2		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					14d.3 Incorporate recommendations into policy revisions and develop practice guide.	14d.3 Revised policy MEPA Practice Guide	14d.3 April 2007 May 2007	14d.3		
			14e. Strategies will be developed and included in the RAP if preserving family connections or characteristics is identified through the county self assessment process as an area needing improvement.	RD and ASWS	14e.1 Develop a RAP to include strategies for preserving family connections or characteristics if determined to be a permanency priority.	14e.1 Approved RAP	14e.1 Approved and Implemented = January 2007	14e.1		
			14f. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	14f.1 Request assistance of appropriate NCWRCS to assist with needs assessment. 14f.2 Conduct initial planning meeting with NCWRCS. 14f.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina. 14f.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the	14f.1 Request and confirmation from NCWRC. 14f.2 Agenda and minutes of Meeting 14f.3 Comparison Report 14f.4 List of stakeholders, meeting agenda, and minutes of meeting.	14f.1 March 2006 14f.2 April 2006 14f.3 May 2006 14f.4 June 2006	14f.1 14f.2 14f.3 14f.4		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.					
					14f.5 Develop a formalized needs assessment.	14f.5 Needs Assessment	14f.5 July 2006	14f.5		
			14g. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	14g.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center. 14g.2 Determine available resources and assess those needed to address the identified needs. 14g.3 Develop Coastal Recovery Plan and distribute in-house for review. 14g.4 Begin implementation of the Coastal Recovery Plan.	14g.1 Recommendations 14g.2 Report identifying available resources. 14g.3 Distribution List and Memorandum 14g.4 Coastal Recovery Plan	14g.1 September 2006 14g.2 October 2006 14g.3 December 2006 14g.4 January 2007	14g.1 14g.2 14g.3 14g.4		
			14h. DFCS staff will reassess the policy and procedures regarding the physical	Director of Field Operations Resource Families	14h.1 DFCS staff will review relevant state and federal	14h.1 State and Federal criteria.	14h.1 June 2006	14h.1		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
			requirements for children placed in foster care.	Workgroup	guidelines regarding the physical requirements for children in foster care.					
					14h.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	14h.2 Proposed recommendations	14h.2 July 2006	14h.2		
Item 15: Relative placement	X	Item 15 Goal: When appropriate, children in foster care will be placed in relative placements.		Item 15 Goal Lead: Foster Care Review Program Supervisor PIP Coordinator	Item 15 Benchmarks: The revised Foster Care Case Review Instrument. The revised Foster Care review Checklist.	Item 15 Method: The method of monitoring and measuring improvement of this item will be through the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
			15a. As part of technical assistance from NCWRCCPS and NCWRCCFPPP revise policy as needed on diligent search for relatives and family engagement.	Training Program Director Placement Unit Director	15a.1 Incorporate NRC and Policy and Practice Workgroup recommendations into policy and practice changes and training on diligent	15a.1 Policy, Training Curricula, Practice Guides	15a.1 December 2006	15a.1		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					search for relatives. (Placement Unit Director and Protection Unit Director) 15a.2 Implement following statewide training and release of practice guides. (Training Program Director).	15a.2 Training completed statewide	15a.2 January 2007	15a.2		
			15b. Implement supervisory case review to assess both in-home and custody cases within 90 days to ensure diligent search for paternal and maternal relatives early in the case and that a FTM is held within 30 days to develop the initial ISP.	Region I Regional Director Supervisory Review Committee	15b.1 implement supervisory case review and enter case review documentation into MACWIS.	15b.1 MACWIS Supervisory Case Review Report	15b.1 First Quarterly Report = July 2007	15b.1		
			15c. Implement the revised FCCR instrument and process to assess practice in custody cases related to relative placements	Foster Care Review Program Supervisor	15c.1 Implement revised Foster Care Case Review instrument	15c.1 Foster Care Review Program Quarterly Reports	15c.1 Implement = July 2005 First Quarterly Report = October 2005, and quarterly thereafter February 2006 June 2006	15c.1 July 2005 February 2006 June 2006	15c.1 October 2005	
			15d. If relative placements are identified through the county self assessment process as an area needing improvement and a permanency priority, strategies will be developed and implemented in the RAP	RD and ASWS	15d.1 Develop RAP to include improvement for relative placements if determined to be a permanency priority.	15d.1 Approved RAP	15d.1 January 2007	15d.1		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
			15e. Utilize technical assistance from Adopt US Kids to develop retention strategies to support relative caregivers as part of the development of the Statewide Recruitment and Retention Plan to include statewide and regional approaches.	Licensure and Adoption Program Directors	15e.1 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	15e.1 Statewide Recruitment and Retention Plan	15e.1 July 2005	15e.1 June 2005		
			15f. Research and identify financial resources used by other states and models for best practice related to kinship care and relative support.	Licensure and Adoption Program	15f.1 Identify other state models for kinship care and relative supports through NRC and ACF RO. 15f.2 Contact states identified for additional information. 15f.3 Make recommendations to DFCS Division Director and Placement Unit Director related to improving support and resources for relative caregivers.	15f.1 State Models for Kinship Care and supports 15f.2 State Contacts 15f.3 Written recommendations	15f.1 March 2006 15f.2 April 2006 15f.3 June 2006	15f.1 15f.2 15f.3		
			15g. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	15g.1 Request assistance of appropriate NCWRCS to assist with needs assessment. 15g.2 Conduct initial planning meeting with NCWRCS.	15g.1 Request and confirmation from NCWRCS. 15g.2 Agenda and minutes of Meeting	15g.1 March 2006 15g.2 April 2006	15g.1 15g.2		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					15g.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.	15g.3 Comparison Report	15g.3 May 2006	15g.3		
					15g.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	15g.4 List of stakeholders, meeting agenda, and minutes of meeting.	15g.4 June 2006	15g.4		
					15g.5 Develop a formalized needs assessment.	15g.5 Needs Assessment	15g.5 July 2006	15g.5		
			15h. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	15h.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.	15h.1 Recommendations	15h.1 September 2006	15h.1		
					15h.2 Determine available resources and assess those needed to address the identified	15h.2 Report identifying available resources.	15h.2 October 2006	15h.2		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					needs. 15h.3 Develop Coastal Recovery Plan and distribute in-house for review.	15h.3 Distribution List and Memorandum	15h.3 December 2006	15h.3		
					15h.4 Begin implementation of the Coastal Recovery Plan.	15h.4 Coastal Recovery Plan	15h.4 January 2007	15h.4		
			15i. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations Resource Families Workgroup	15i.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care. 15i.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	15i.1 State and Federal criteria. 15i.2 Proposed recommendations	15i.1 June 2006 15i.2 July 2006	15i.1 15i.2		
Item 16: relationship of child in care with parents	X	Item 16 Goal: When appropriate, children in foster care will maintain a pattern of at least monthly		Item 16 Goal Lead: Foster Care Review Program Supervisor	Item 16 Benchmark: The revised Foster Care Case Review instrument and process. The revised Foster	Item 16 Method: The method for monitoring and measuring this item will be the monthly Foster Care Case Review Issues Report, and the FCR	March 2007		March 2008	

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	A	N/A					Projected:	Actual:	Projected:	Actual:
		visitation with parents.			Care Case Review Checklist and process.	Quarterly Regional Comparison Report.				
			16a. Provide training and concise practice guide on case planning that includes improving visitation between parents and siblings with children in foster care and the development of visitation plans.	Training Program Director	16a.1 Develop curricula and concise practice guide for case planning including visitation between parents and sibling with children in foster care and the development of visitation plans. 6a.2 "Train the trainers" on case planning curricula and guide. 16a.3 Training staff will partner with RD to train ASWS and county social worker staff per region.	16a.1 Curricula, Guide and Evaluation 16a.2 Training records 16a.3 Regional Training attendance records and evaluation	16a.1 December 2006 16a.2 Training = February 2007 16a.3 Training completed = April 2007 Evaluation Report = October 2007	16a.1		
			16b. Utilize technical assistance from the NCWRCFCPP to provide recommendations for policy and practice changes related to FCP, FTM, and family centered CC to improve family engagement in decision-making, assessment and case planning.	Bureau Director of MACWIS, PIP and Special Projects Protection Unit Director/Practice Lead Training Program Director Placement Unit Director/Policy Lead	16b.1 Incorporate NRC and Workgroup recommendations into policy and practice changes. (Policy- Placement Unit Director; Protection Unit Director) 16b.2 Implement practice and policy changes through statewide training on FCP, FTM and CC. (Training Program Director)	16b.1 Policy, Training Curricula and concise practice guides completed 16b.2 FCP, FTM, CC training completed and practice guides released	16b.1 July 2005 16b.2 April 2006	16b.1 July 2005 16b.2 April 2006		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
WB1: Families have enhanced capacity to provide for their children's needs.	X									
CFSR Finding: Substantially Achieved 36% of cases reviewed										
Item 17: Needs and services of child, parents, foster parents	X	<p>Item 17 Goal: For out-of-home cases the statewide percentage of parents (mother, father, foster parents) where services were provided to meet the identified and assessed needs will be increased from:</p> <p>Source: Revised Foster Care Case Review instrument and process.</p> <p>For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.</p>		<p>Item 17 Goal Lead: Foster Care Review Program Supervisor</p>	<p>Item 17 Benchmark: For out-of-home cases the statewide percentage of parents (mother, father, foster parents) where services were provided to meet the identified and assessed needs will be increased from:</p> <p>Source: Revised Foster Care Case Review instrument and process.</p> <p>For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.</p>	<p>Item 17 Method: The Foster Care Case Review revised instrument and process will be used to monitor progress for the out-of-home cases. Using the revised FCR instrument, four quarters of data will be collected beginning with the July-September 2005 quarter and ending with the April-June 2006 quarter. In July 2006 a baseline and percentage for improvement will be established for the benchmark and goal. This baseline and percentage will be negotiated with ACF RO and the approved measures will be added to the PIP. The 3 Coastal Counties will be eliminated from the baseline and the performance data</p>	March 2007		March 2008	

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	A	N/A					Projected:	Actual:	Projected:	Actual:
							of the Supervisory Case Review.	December 2007		March 2008
			17a. Build process in MACWIS to effectively link appropriate and available support services to meet the needs of families identified through the safety and risk assessment.	Deputy Director of MACWIS, PIP and Special Projects	17a.1 MACWIS System Requirements Document Designed, Developed and Tested for implementation into MACWIS 17a.2 Training provided to field staff 17a.3 MACWIS Release Notes and Concise Guide posted on the MACWIS Website 17a.4 Process deployed in MACWIS	17a.1 MACWIS Work Plan 17a.2 Training Schedule 17a.3 MACWIS Release Notes and Concise Guide 17a.4 MACWIS screen shots	17a.1 December 2006 17a.2 January 2007 17a.3 January 2007 17a.4 December 2006	17a.1 17a.2 17a.3 17a.4		
			17b. Provide statewide training to include assessment, case planning and family/community engagement to enhance caseworkers skills to assess family needs and provide appropriate services to address those needs.	Training Program Director	17b.1 Training completed and concise practice guide released on family/community engagement 17b.2 Training completed and concise practice guide released on assessment. 17b.3 Training completed and concise practice guide released on case planning.	17b.1 Family Engagement training curricula and concise practice guide. 17b.2 Assessment training curricula and concise practice guide 17b.3 Case Planning training curricula and concise practice guide	17b.1 December 2006 17b.2 February 2007 17b.3 April 2007 Evaluation Report = October 2007	17b.1 17b.2 17b.3		
			17c. Utilize technical assistance from the	Bureau Director of MACWIS, PIP and	17c.1 Incorporate NRC	17c.1 Policy, Training	17c.1 December 2006	17c.1		

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			NCWRCFCPPP for policy and practice changes related to FCP, FTM, and CC to improve family engagement in decision-making, assessment and case planning.	Special Projects Protection Unit Director Training Program Director Policy Coordinator Placement Unit Director on Special Policy Assignment	recommendations into policy and practice changes. (Policy-Placement and Protection Unit Directors) 17c.2 Implement practice and policy changes through statewide training. (Training Program Director)	Curricula and concise practice guides completed 17c.2 FCP, FTM, CC training completed and practice guides released	17c.2 April 2006 Evaluation Report = October 2006	17c.2 April 2006		
Item 18: Child and family involvement in case planning	X	Item 18 Goal: When appropriate, for out-of-home cases parents and children will be actively involved in the case planning process. For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 18 Goal Lead: Foster Care Review Program Supervisor	Item 18 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of out-of-home cases. For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 18 Method: The method of monitoring and measuring progress of the out-of-home cases will be the monthly Foster Care Case Review Issues Reports, and the FCR Quarterly Regional Comparison Report. The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	March 2007 December 2007	March 2007 December 2007	March 2008	March 2008
			18a. Provide statewide training to include assessment, case planning and family/community engagement to enhance caseworkers skills to better engage family and children in decision-making and the case planning process.	Training Program Director	18a.1 Training completed and concise practice guide released on family/community engagement 18a.2 Training completed and concise practice	18a.1 Family Engagement training curricula and concise practice guide. 18a.2 Assessment training curricula	18s.1 December 2006 18a.2 February 2007	18a.1 18a.2		

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	A	N/A					Projected:	Actual:	Projected:	Actual:
					guide released on assessment. 18a.3 Training completed and concise practice guide released on case planning.	and concise practice guide 18a.3 Case Planning training curricula and concise practice guide	18a.3 April 2007 Evaluation Report = October 2007	18a.3		
			18b. Develop and implement statewide training on FCP, FTM and CC to improve family and child involvement in the case planning process.	Protection Unit Director Training Program Director	18b.1 Policy, Training Curricula, and Concise Practice Guide developed. 18b.2 Train the trainers completed. 18b.3 Training staff and RD partner to provide drill down training to ASWS and county social work staff per region. 18b.4 Contract with the University of Southern Mississippi to update Intensive Training curricula 18b.5 Level 1 Intensive training curriculum updated/revised to include FCP, FTM, CC.	18b.1 Revised Policy, Curricula & Practice Guide 18b.2 Training Records 18b.3 Training Records Evaluation Results 18b.4 Finalized Contract 18b.5 Revised Curricula	18b.1 Completed = July 2005 18b.2 Completed = December 2005 18b.3 Completed = April 2006 Evaluation Report = October 2006 18b.4 June 2006 18b.5 Intensive training revised and updated = March 2007, and annually thereafter	18b.1 August 2005 18b.2 December 2005 18b.3 April 2006 18b.4 May 2006 18b.5		
			18c. RAP will include action steps to improve the	Regional Directors	18c.1 Develop RAP to	18c.1 Approved RAP	18c.1 January 2007	18c.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			engagement of families and children in case planning through FTM.	ASWS	improve family and child involvement in case planning through FTM.	Implemented				
			18d. Implement the supervisory case review to include the assessment of practice related to family and child involvement in the case planning process.	Region IE Regional Director Supervisory Review Committee	18d.1 Implement supervisory case review and enter case review documentation into MACWIS.	18d.1 MACWIS Supervisory Case Review Report	18d.1 First Quarterly Report = July 2007	18d.1		
			18e. Implement the revised FCCR instrument and process to assess practice of actively engaging parents and child/youth in case planning.	Foster Care Review Program Supervisor	18e.1 Implement revised Foster Care Case Review instrument.	18e.1 Foster Care Review Program Quarterly Reports	18e.1 Implement = July 2005 First Quarterly Report = October 2005	18e.1 July 2005 October 2005		
Item 19. Worker visits with child	X	Item 19 Goal: For out-of-home cases the statewide percentage of monthly face to face worker contacts with children in custody will be increased from: Baseline: MACWIS Custody Contact Report (July – December 2006) For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through		Item 19 Goal Lead: MACWIS Administrator PIP Coordinator	Item 19 Benchmark: For out-of-home cases the statewide percentage of monthly face to face worker contacts with children in custody will be increased from: Baseline: MACWIS Custody Contact Report (July – December 2006) For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 19 Method: The revised MACWIS Custody Contact Report will be used to monitor the monthly face-to-face worker contacts with children in custody. Using the revised MACWIS Custody Contract Report, two quarters of data will be collected, beginning with the July-September 2006 quarter and ending with the October-December 2006 quarter. In January 2007 a baseline and percentage for improvement will be established for the benchmark and goal. This baseline and percentage will be negotiated with the	March 2007		March 2008	

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
		MACWIS by December 2007.				ACF RO and the approved measures will be added to the PIP. The 3 Coastal Counties will be eliminated from the baseline and the performance data. The implementation of the Supervisory Case Review.	December 2007	March 2008		
		19a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to the quality, frequency, purpose and structure of caseworker visitation with child.	Training Program Director	19a.1 Training completed and concise practice guide released on family/community engagement 19a.2 Training completed and concise practice guide released on assessment. 19a.3 Training completed and concise practice guide released on case planning.	19a.1 Family Engagement training curricula and concise practice guide. 19a.2 Assessment training curricula and concise practice guide 19a.3 Case Planning training curricula and concise practice guide	19s.1 December 2006 19a.2 February 2007 19a.3 April 2007 Evaluation Report = October 2007	19a.1 19a.2 19a.3			
		19b. Utilizing TA from NCWRCFCPPP to provide recommendations for policy and practice related to caseworker visitation as part of case planning to improve family engagement in decision-making.	Protection Unit Director Training Program Director	19b.1 Policy, Training Curricula, and Concise Practice Guide developed. 19b.2 Train the trainers completed. 19b.3 Training staff and RD partner to provide drill down	19b.1 Revised Policy, Curricula & Practice Guide 19b.2 Training Records 19b.3 Training Records	19b.1 Completed = July 2005 19b.2 Completed = December 2006 19b.3 Completed = July 2007	19b.1 August 2005 19b.2 19b.3			

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
					training to ASWS and county social work staff per region. 19b.4 Contract with the University of Southern Mississippi to update intensive training curricula.	Evaluation Results 19b.4 Finalized Contract	Evaluation Report = October 2007 19.4 June 2006	19.b4		
					19b.5 Level 1 intensive training curricula updated/revised to include FCP, FTM, CC.	19b.5 Revised Curricula	19b.5 Intensive training revised and updated = March 2007, and annually thereafter	19b.5		
			19c. Monitor the frequency of caseworker visitation with child(ren) through monthly MACWIS reports, monthly ASWS Progress Improvement Reports, and quarterly RD Progress Improvement Reports.	Bureau Director of MACWIS PIP Coordinator	19c.1 Implement progress improvement reporting system to track improvements in caseworker contact with child or children monthly.	19c.1 RD Quarterly Progress Improvement Reports	19c.1 Implement Reporting System = April 2007 First RAP Quarterly Reports = July 2007 (covering the April-June Quarter)	19c.1		
			19d. Implement the revised FCCR instrument to assess the quality of caseworker visitation with child(ren) and to use this information to inform practice.	Foster Care Review Program Supervisor	19d.1 Implement revised FCCR instrument.	19d.1 Foster Care Review Quarterly Report	19d.1 Implement = July 2005 First Quarterly Report = October 2005	19d.1 July 2005 October 2005		
			19e. Implement the supervisory case review to assess both in-home and custody cases to ensure frequency and quality of caseworker visitation with	Region I Regional Director Supervisory Workgroup	19e.1 Implement supervisory case review and enter case review documentation into	19e.1 MACWIS Supervisory Case Review Report	19e.1 First Report Available = July 2007	19e.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			children.		MACWIS.					
			19f. Strategies will be developed and implemented as part of RAP if the county self assessment identifies caseworker visitation as an area needing improvement.	Regional Directors ASWS	19f.1 Develop RAP to include strategies to improve caseworker visitation if identified through the County Self Assessment as a priority. (ASWS and RD)	19f.1 Approved RAP	19f.1 Approved and implemented = January 2007	19f.1		
Item 20: Worker visits with parent(s)	X	Item 20 Goal: For out-of-home cases, face to face contacts between caseworkers and parents will occur at least monthly. For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 20 Goal Lead: Foster Care Review Program Supervisor	Item 20 Benchmarks: For out-of- home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of out-of- home cases.	Item 20 Method: The method of monitoring and measuring progress of this item for the out- home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report.	March 2007		March 2008	
		20a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to the quality, frequency, purpose and structure of caseworker visitation with parent.		Training Program Director	20a.1 Training completed and concise practice guide released on family/community engagement	20a.1 Family Engagement training curricula and concise practice guide.	20a.1 December 2006	20a.1		
					20a.2 Training completed	20a.2 Assessment training	20a.2 February 2007	20a.2		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
					and concise practice guide released on assessment. 20a.3 Training completed and concise practice guide released on case planning. 20a.4 Case planning completed.	curricula and concise practice guide 20a.3 Case Planning training curricula and concise practice guide Evaluation Results	20a.3 April 2007 Evaluation Report = October 2007	20a.3		
			20b. Utilize TA from the NCWRCFCPPP to provide recommendations for policy and practice changes related to caseworker visitation as part of case planning to improve family engagement in decision-making.	Bureau Director of MACWIS, PIP Coordinator Protection Unit Director Training Program Director Policy Coordinator	20b.1 Policy, Training Curricula, and Concise Practice Guide developed. 20b.2 Train the trainers completed. 20b.3 Training staff and RD partner to provide drill down training to ASWS and county social work staff per region. 20b.4 Contract with University of Southern Mississippi to update Intensive Training curricula 20b.5 Level 1 Intensive Training curricula updated/revised to include FCP, FTM, CC.	20b.1 Revised Policy, Curricula & Practice Guide 20b.2 Training Records 20b.3 Training Records Evaluation Results 20b.4 Finalized Contract 20b.5 Revised Curricula	20b.1 Completed = July 2005 20b.2 Completed = December 2006 20b.3 Completed = February 2007 Evaluation Report = October 2007 20b.4 June 2006 20b.5 Revised and updated = March 2007, and annually thereafter	20b.1 August 2005 20b.2 20b.3 20b.4 20b.5		
			20c. Implement the revised FCCR instrument to assess	Foster Care Review Program Supervisor	20c.1 Implement revised	20c.1 Foster Care Review	20c.1 Implement = July 2005			

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			the quality of caseworker visitation with parents and use this information to improve practice.		Foster Care Case Review instrument to review cases for the quality of caseworker visits with parents.	Program Quarterly Reports	July 2005 First Quarterly Report = October 2005, and quarterly thereafter	October 2005		
			20d. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of caseworker visitation with parents.	Region I Regional Director Supervisory Workgroup	20d.1 Implement supervisory case review and enter case review documentation into MACWIS.	20d.1 MACWIS Supervisory Case Review Report	20d.1 First Report Available = July 2007	20d.1		
			20e. If the county self assessment process identifies caseworker visitation as an area needing improvement and a priority to improve outcomes, strategies will be developed and implemented as part of the RAP.	Regional Directors ASWS	20e.1 Develop RAP to include strategies to improve caseworker visitation if identified through the County Self Assessment as a priority. (ASWS and RD)	20e.1 Approved RAP	20e.1 Approved and implemented = January 2007	20e.1		
Outcome WB2: Children receive appropriate services to meet their educational needs CFSR Finding: Substantially Achieved 75.9% of cases reviewed	X									

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
Item 21: Educational needs of the child	X	Item 21 Goal: For out-of-home cases, children will receive educational services based on identified needs. For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 21 Goal Lead: Foster Care Review	Item 21 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of the out-of-home cases. For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 21 Method: The method of monitoring and measuring progress for this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report. The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	March 2007		March 2008	
			21a. Provide statewide training to include assessment, case planning and family/community engagement to provide instruction related to engaging community partners such as education in the assessment and case planning process.	Training Program Director	21a.1 Training completed and concise practice guide released on family/community engagement 21a.2 Training completed and concise practice	21a.1 Family Engagement training curricula and concise practice guide. 21a.2 Assessment training curricula	21a.1 December 2006 21a.2 February 2007	21a.1 21a.2		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
					guide released on assessment. 21a.3 Training completed and concise practice guide released on case planning.	and concise practice guide 21a.3 Case Planning training curricula and concise practice guide	21a.3 April 2007	21a.3		
			21b. Enhance the CC (six month administrative review) to be more family-centered and to encourage more community involvement such as teachers and educational providers.	Foster Care Review Program Supervisor FCR/CC Workgroup	21b.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice. 21b.2 Develop Practice Guide for CC for staff and families. 21b.3 Implement changes in CC practice.	21b.1 Revised forms, procedures and policy 21b.2 CC Practice Guide for staff and CC Guidebook for families 21b.3 FCR Program Quarterly Report	21b.1 July 2005 21b.2 July 2005 21b.3 Implemented October 2005	21b.1 July 2005 21b.2 July 2005 21b.3 October 2005		
			21c. Implement the revised FCCR Instrument to assess practice related to assessment, identification of educational needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	21c.1 Implement revised Foster Care Case Review instrument.	21c.1 Foster Care Review Program Quarterly Reports	21c.1 Implement = July 2005 First Quarterly Report = October 2005, and quarterly thereafter February 2006 June 2006	21c.1 July 2005 October 2005 February 2006 June 2006		
			21d. Implement the	Region I Regional	21d.1	21d.1	21d.1	21d.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment, identification of educational needs and services provided to improve practice.	Director Supervisory Workgroup	implement supervisory case review and enter case review documentation into MACWIS.	MACWIS Supervisory Case Review Report	First Report Available = July 2007			
			21e. Establish more collaborative efforts and partnerships between local DFCS offices and available Families First Resource Centers to improve access to educational services for children such as Parents as Teachers, after-school and tutorial programs.	Bureau Director of Support DFCS Prevention Unit Director	21e.1 Listing of community-based services funded through MDHS and provided by Families First Resource Centers developed. 21e.2 List distributed to all regions, ASWS, counties and field staff.	21e.1 Provider list completed 21e.2 Distribution list and memo	21e.1 February 2005 21e.2 April 2005	21e.1 March 2005 21e.2 April 2005		
Outcome WB3: Children receive adequate services to meet their physical and mental health needs CFSR Finding: Substantially Achieved 52.4% of cases reviewed	X									

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006)

1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
Item 22: Physical health of the child	X	Item 22 Goal: For out-of-home cases, children will receive health services based on identified and assessed physical health needs. For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 22 Goal Lead: Foster Care Review Program Supervisor	Item 22 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care case review Checklist will be used to provide a process for the review of the out-of-home cases. For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 22 Method: The method of monitoring and measuring progress of this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report. The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	March 2007		March 2008	
			22a. Initiate meetings with the MS Department of Public Health to identify health programs and services and to improve coordination between state and local offices	DFCS Division Director Deputy Director of Support	22a.1 Contact MSDH State Office and schedule a meeting to initiate discussions for coordination of public health services with MDHS DFCS.	22a.1 Confirmation letter of meeting	22a.1 March 2006	22a.1		

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1		2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
					22a.2 Identify programs and services available and accessible to DFCS families and children.	22a.2 Directory or listing of programs and services.	22a.2 April 2006	22a.2		
					22a.3 Establish an agreement for coordination of services.	22a.3 Coordination agreement or MOU	22a.3 July 2006	22a.3		
					22a.4 Establish educational opportunities for staff from both agencies to learn about programs and services.	22a.4 Agenda Training Records	22a.4 January 2007	22a.4		
			22b. Implement the revised FCCR Instrument to assess practice related to assessment, identification of physical health needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	22b.1 Implement revised Foster Care Case Review instrument.	22b.1 Foster Care Review Program Quarterly Reports	22b.1 Implement = July 2005	22b.1 July 2005		
			22c. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment and identification of physical health needs and services provided and use information to improve practice.	Region I Regional Director Supervisory Workgroup	22c.1 Implement supervisory case review and enter case review documentation into MACWIS.	22c.1 MACWIS Supervisory Case Review Report	22c.1 First Report Available = December 2007	22c.1		

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
Item 23: Mental Health of the child	X	Item 23 Goal: For out-of-home cases, children will receive mental health services based on identified needs. For in-home cases a system utilizing a Supervisory Case Review process will be developed and implemented through MACWIS by December 2007.		Item 23 Goal Lead: Foster Care Review Program Supervisor	Item 23 Benchmarks: For out-of-home cases the revised Foster Care Case Review instrument and the revised Foster Care Case Review Checklist will be used to provide a process for the review of the out-of-home cases. For in-home cases a Supervisory Case Review system will be developed and implemented through MACWIS by December 2007 to provide a process for the review of in-home cases.	Item 23 Method: The method of monitoring and measuring progress of this item for the out-of-home cases will be the monthly Foster Care Case Review Issues Report, and the FCR Quarterly Regional Comparison Report. The implementation of the Supervisory Case Review will be utilized to monitor/measure progress for the in-home cases.	March 2007 December 2007	March 2008 March 2008	March 2008	
		23a. Revise policy related to the Psychological evaluation for children 4 years and older so that it is not automatically based on age, but based on assessed needs of the child.	Placement Unit Director Policy/Training Workgroup	23a.1 Policy revised and issued.	23a1 Policy issuance	23a.1 June 2005	23a.1 October 2005			

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			23c. Develop policy and related practice guidelines to address comprehensive family assessment and accessing mental health services identified as needed in assessments	Placement Unit Director Policy/Training Workgroup	23c. 1 Policy revised and issued	23c.1 Policy Issuance	23c.1 December 2006	23c.1		
			23d. Continue DFCS participation with the Interagency Coordinating Council for Children and Youth (ICCY) and the Interagency Systems of Care Council (ISCC) to address and improve mental health services to seriously emotionally disturbed children and youth.	DFCS Division Director Placement Unit Director	23d.1 Continue to attend all ICCCY biannual meetings to have input into priorities and strategies to improve coordination among agencies. 23d.2 Actively participate in quarterly ISCC meetings with middle managers from other agencies to develop priorities and strategies to submit to ICCCY for improved coordination and collaborative efforts among the agencies.	23d.1 Meeting agenda and materials 23d.2 Meeting agenda and materials.	23d.1 Biannual August 2006 December 2006 2007 Dates = TBD 2008 Dates = TBD February 2006 and on-going	23d.1 23d.2 November 2005 February 2006		
			23e. Implement the revised FCCR Instrument to assess practice related to assessment, identification of physical health needs and services provided and use the information to improve practice.	Foster Care Review Program Supervisor	23e.1 Implement revised Foster Care Case Review instrument.	23e.1 Foster Care Review Program Quarterly Reports	23e.1 Implement = July 2005 First Quarterly Report = October 2005	23e.1 July 2005 October 2005		

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity		Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A					Projected:	Actual:	Projected:	Actual:
			23f. Implement the supervisory case review to assess both in-home and custody cases to ensure quality of practice related to assessment, identification of physical health needs, and services provided and use information to improve practice.	Region 1 Regional Director Supervisory Workgroup	23f.1 Implement supervisory case review and enter case review documentation into MACWIS.	23f.1 MACWIS Supervisory Case Review Report	23f.1 First Report Available = December 2007	23f.1		